DOCUMENT RESUME

ED 310 594 EC 220 799

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TITLE Equalization of Opportunities in Employment of People with Disabilities (Indonesian Experience).
PUB DATE Sep 88
NOTE 7p.; Paper presented at the World Conference of Rehabilitation International (16th, Tokyo, Japan, September 5-9, 1988).
PUB TYPE Reports - Descriptive (141)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Community Programs; *Delivery Systems; Developing Nations; *Disabilities; Foreign Countries; Government Role; Incidence; *Rehabilitation; Rural Areas; *Vocational Rehabilitation
IDENTIFIERS *Indonesia

ABSTRACT

The paper summarizes the incidence and status of disability in Indonesia and reports on rehabilitation services and facilities. The paper reports that 3.11% of the population is disabled and breaks down this number into those physically or orthopedically disabled (0.85%), visually disabled (0.90%), hearing/speech disabled (0.31%), mentally disabled (0.40), and those with chronic diseases (0.65%). The paper stresses the equal rights of disabled persons but also points out the scarcity of job opportunities. The government has established three systems for implementing community based social rehabilitation services. The systems are: (1) institutional/residential social rehabilitation services; (2) noninstitutional/nonresidential social rehabilitation services; and (3) the Social Cottage Settlement program. Difficulties such as rural location of many of the disabled and negative attitudes among the general populace has led to emphasizing the development of positive societal attitudes and direct social assistance and rehabilitation services at the village level. Programs typically include a base station with simple equipment, a Mobile Rehabilitation Unit designed to bring services to outlying areas, and the Disabled Business Group Scheme which has established production cooperatives in which trained disabled clients provide a product or services. Results of such efforts have provided services to 12.5% of the disabled in Indonesia. (DB)

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The 16th World Congress of Rehabilitation International

1988 . Tokyo

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EQUALIZATION OF OPPORTUNITIES IN EMPLOYMENT OF PEOPLE WITH DISABILITIES
(INDONESIAN EXPERIENCE)

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INTRODUCTION.

Indonesia is the world's largest archipelago consisting of about 13,600 islands, of which more than 7,600 small islands are not named and about 6,000 are inhabited. There are 5 big islands; Sumatera, Kalimantan/Borneo, Sulawesi , Java and Irian Jaya. The total land area is about 1,919,443 sq.km. Geograpical spent so wide extending east-west for more than 4800 km across the equator in the Indian and Pacific Ocean and 2000 km from north to south, and it created difficulties in communication and transportation. Number of population in 1987 is about 172 millions, the fifth largest population in the world after China , India, Soviet Union and United States of America. More than 60% of the popula - tion are located in Java, where as Java is only 7% of the whole areas. About 80% of the total population live in rural areas and the rest in urban areas. .

Based on random survey in 1974 and 1980 there were 3.11% of the total popula tion are disabled, consisting of :

- the physically or orthopaedically disabled	0.85% :	1,462,000	persons
- the visually disabled	0.90% :	1,548,000	persons
- the hearing / speech disabled	0.31% :	533,200	persons
- the mentally disabled	0.40% :	688,000	persons
- the ex chronically desease disabled (among others leprosy)	0.65% :	1,118,000	persons
Total :	3.11% =	5,349,200	persons

THEORETICAL PREMISES AND GOVERNMENT POLICY.

Disabled person have equal right they also have equal obligation. So they have to take part in the building of society. Societies must raise the level of expectation as far as disabled persons are concerned.

The principle of equal rights for the disabled and non disabled implies that the need of each and every individual are of equal importance , and all resources, therefore, must be employed in such a way to ensure, for every individual, equal opportunities for participation.

The active participation of the disabled in the process of rehabilitation will be a condition of achieving successful effort in equallizing opportunities of the disabled in employment.

In the agricultural countries there are always disguised unemployment, this means the job opportunity actually is limited; and in countries where there is a change from agriculture to industry with number of growing industries are limited, and job opportunities are also scarce. In this situation competition in open labour market will be very high.

Rehabilitation Services for the Disabled have to deal with so many aspects , such as : psycho-social, health, social and cultural, education and training , and economic aspects, etc. These services are not merely the government responsibility, but also the responsibility of the community. Therefore, efforts of

the Government as well as of the community should be in one line and well coordinated. In this case, the Ministry of Social Affairs, based on the Government Regulation No.36/1980 and the Presidential Decree No.39/1983, is responsible to coordinate all social welfare efforts for the disabled conducted by Government agencies and non-government organizations.

Conqruent to those premises as mentioned above, the Government has set up policies in dealing with problems of people with disabilities through social welfare efforts as follows :

- Every citizen has the right to decent employment and living in accordance with the standard of humanity.
- The participation of the community in rehabilitation services for the disabled should be promoted and developed conqruent to the government policy.
- The disabled may not be treated as an object, but they should be positioned as a subject of the rehabilitation process.
- Social welfare efforts for the disabled should be undertaken through multidisciplinary and inter-departemental approach.
- Aware of the scarcity of job opportunities for the disabled and in order to be able to apply the equalization of opportunities in employment, the rehabilitation efforts, therefore, put emphasis on creating job opportunities by self-employment without lessening the enhancement of job placement in factories/industrial firms.

The implementation of those efforts has been conducted through three systems applying community based social rehabilitation services. The systems are :

- Institutional/Residential Social Rehabilitation services;
- Non Institutional/Non Residential Social Rehabilitation services; and
- Social Cottage Settlement.

SUBJECTS AND METHODS.

Condition and situation that have to be taken into consideration in running Social Rehabilitation Services, especially in the attempt to equalize the opportunities in employment of people with disabilities, are as follows :

The large number of the disabled located mostly in rural areas with low educational background and unskilled. They usually also have emotional problems , such as : infiority, very sensitive, and dependence.

The attitude of the family towards a disabled member tends to keep him / her hidden away in family care.

There are still so many people who underestimate the ability of the disabled and treat them as dependent ones.

In Indonesia, the growing number of industrial entreprises is limited and therefore opportunities of job placement are scarce. If there are job opportunities, they require certain skills and appropriate educational background.

The attitude of employers towards the disabled tends to be doubtfull about the capability of the disabled in carrying any job performance. The disabled have to face competition in open labour market.

Based on the government policy, rehabilitation programme for the disabled does not set up an ordinance of applying quota system in employment opportunities. Instead, the programme has been geared to motivate and train the disabled for self-employment or to become a job creator, individually as well as in group.

Two approaches has been developed, i.e :

Firstly, the social developmental approach aimed at developing positive societal attitude and growing awareness of the problem of disability as a precondition for the disabled. Through this approach it will facilitate possible mobilization of community participation to take part in the process of rehabilitation services for the disabled on a larger and wider scale.

Secondly, the social services approach aimed directly at providing social

assistance and rehabilitation services for the disabled. The implementation of this approach is through three systems :

a. Institutional or Residential Rehabilitation Services.
b. Non-Institutional or Non-Residential Rehabilitation Services at village level. These services are carried out mainly by Social Work Volunteers under supervision of government social workers.
c. Social Cottage Settlement, developed and financed by the Ministry of Social Affairs, is aimed to provide Cottage Settlement for the disabled persons and their families.

The disabled who has been rehabilitated and has a job in informal sector, but still facing housing problems, are placed in Social Cottage Settlement. Specifically for the disabled of ex-leprosy, after they have been rehabilitated and trained in farming, are placed in Social Cottage Settlement with the provision of housing, land for farming, equipment, public facilities and food support for the first year.

Without lessening the improvement of those systems, the emphasis of all measures in the implementation of social rehabilitation for the disabled is on Community-Based Social Rehabilitation Services at the grass-root level or village level. Its main objective is to help the disabled to help themselves to create their own job, supported by participation of the surrounding communities.

Community-based Social Rehabilitation Services has been developed by the Ministry of Social Affairs since the beginning of the second Five Year Development Plan (1975), specially in carrying out the non-institutional rehabilitation services for the disabled. That moment occured essential change in social welfare approach, from institutional care oriented carried out as closed system to non-institutional care, and implementing all institutions as open system through developing community participation.

The Community-based Social Rehabilitation service has been worked out to extensify its operational activities by establishing mechanisms, such as :

- The Base Station (or base of operation) for delivery of community oriented services for social assistance and rehabilitation of the disabled in a given community. It is consisted of building and simple equipment facilities utilized for the activities of local disabled people, such as : training, goods production process, marketing, etc.
- Mobile Rehabilitation Unit (MRU) designed to provide supporting services to the base station and other non-institutional schemes in rural areas, and to reach out larger number of target groups of the disabled in wide spread villages. MRU is a mobile, multi-disciplinary, inter-departemental team of consultant, specialist and technician providing appropriate generic rehabilitation services to disabled people, within their own communities, and making maximum possible use of locally avalaible resources.

Disabled Business Group Scheme (DBGS) or Productive Effort Group of the Disabled has been set up to establish a production cooperative in which trained clients work together on the production of various articles or the delivery of certain services. Although independence in function the DBGS recieves guidance, supervision and sometimes assistance in kind (equipment and material) from the Ministry of Social Affairs. A DBGS can be established when there are a small group of self motivated, trained clients who wish to pool their resources and effort, but who need help with equipment for self-employment. The other activity to self-employment is an individual client creates his own business in informal sector. Beside the DBGS and individual business entreprises, there are also clients who are individually placed in various business entreprises.

Approaches had been undertaken to leaders of difference kind of organizations of disabled people in order to coordinate them in one national organization called the Indonesian Association of the Disabled (Indonesian DPI), and had been successfuly established in 1987 inaugurated by the Ministry of Social Affairs.

The Ministry of Social Affairs has set up a formal cooperation with the Association of Employers.
This cooperation is an embryonic action programme at regional level for job placement of trained disabled persons. The cooperation will be promoted to a national level.

RESULT AND DISCUSSION.

Up to now the Ministry of Social Affairs has built up and run 33 units Rehabilitation Centres for the disabled in 21 provinces, and 55 units of Institutional Rehabilitation Services built up and run by non-government organization in 23 provinces.

The Non-Residential Rehabilitation Services strongly Community-based oriented have been operated in 27 provinces. They are equipped with 8 Mobile Rehabilitation Units for 7 provinces, and 192 Base Stations or Base of Operations in 26 provinces and 3,094 units of Disabled Business Group Scheme in 26 provinces.

The Social Cottage Settlement facilities have been built up and operated for ex-leprosy disabled and their families in 17 provinces, and for another disabled persons and their families in 2 provinces.

The Non-Government Organizations that have activities of running rehabilitation programmes for the disabled have grown up and established 352 organizations and their operations cover 22 provinces.

From the study undertaken by the Institute of Economic and Social Research, Education and Information, sponsored by the UNDP/ILO and the Ministry of Social Affairs, has identified 200 different kind of possible job opportunities in rural areas for the disabled.

The results of all those efforts there were 688,750 disabled persons, or 12.5% of the total number of the disabled persons in Indonesia, had been served. Among them 225,037 persons, or 33.65% of the reached out disabled clients, had been individually self-employed (186,623 persons), and by groups (37,528 persons) in the Disabled Business Group Schemes. Beside that, there were 886 trained/rehabilitated disabled persons who had been employed by various industrial firms/factories, including 600 persons being employed by the help of the Indonesian Employers' Association.

Factors facilitate the successful efforts in rehabilitating the disabled persons until they have their own business entreprises, individually or in groups, among others are : sufficient skills mastering, correct marketing strategies and the right situation in relation to the market, good and dynamic simple business management, adequate capital or equipment and material, good leadership, strong self-motivation, and ability in human and social relationships.

Retarding factors that hamper the equalization of opportunities in employment of the disabled, among others are : there is still negative attitude of several families, communities and employers toward the potential and capability of disabled persons, limited job opportunities and hard competition in open labour market, and limited fund for the development of rehabilitation services for the disabled.

Two major issues arised from this experience, they are : (1) how could we reach out larger number of disabled population to be served and rehabilitated, and (2) how we do better after care services for those rehabilitated and trained disabled persons so that they could stand on their own feet with strong self reliance and self-sufficient income.

CONCLUSION.

It is believed that there are so many ways to equalize the opportunities in employment of people with disabilities. From the Indonesian experience, the very suitable efforts to equalize the opportunities in employment of the disabled is geared to self-employment and to promote the participation of the employers in job placement for the disabled people.

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